



Inclusive
Schools
Trust
inspire • support • teach

IMPROVING OUTCOMES, INCREASING LIFE-CHANCES

Employee Benefits Pack



Part of...



What IST can offer to you

We aim to be the employer of choice by valuing our staff and the individual contribution they make to the whole. We offer a comprehensive employee benefits package designed to attract, develop and reward our employees.

Continuing Professional Development (CPD)

- ❖ High quality development including leadership programmes and peer-to-peer networking and collaboration
- ❖ A commitment to supporting individuals in their career pathway with bespoke CPD supported by an 'Expression of Interest' process
- ❖ Access to online learning as well as internal and external courses
- ❖ Secondment opportunities
- ❖ Supervision, mentoring or coaching
- ❖ Opportunities to shadow colleagues in order to further develop skills and knowledge
- ❖ Offer of professional dialogues/conversations that guide individuals on 'next steps' in their career
- ❖ Apprenticeship opportunities across a range of subjects and at a variety of levels

Family focused policies

- ❖ Support for employees to ensure they can balance family and work responsibilities in line with the Trust's Leave and Time Off Policy
- ❖ Generous maternity, paternity and adoption leave

Pension Schemes

- ❖ Teachers are entitled to join the Teachers' Pension Scheme (TPS)
- ❖ Support staff can join the Local Government Pension Scheme (LGPS)
- ❖ LGPS scheme members planning to retire in the next 18 months or two years are eligible to request paid time off to attend a free Pre-Retirement Course

Discounted Gym Membership

- ❖ Discounted gym membership at Nuffield Health and Bannatyne Health Club

Wellbeing and Mental Health

- ❖ Wellbeing days for support staff
- ❖ 24/7, 365 days a year access to a free and confidential Employee Assistance Programme (EAP) providing support for problems at home and work
- ❖ Supervision for school leaders, DSLs and other front-line staff to support the wellbeing of children, families and staff

Health

- ❖ Eyecare Voucher Scheme provided by Specsavers opticians
- ❖ Corporate Winter Flu Vaccination Service provided by Boots pharmacies
- ❖ Musculoskeletal Injury and Rehabilitation Service through 'iprs Health'

Other benefits

- ❖ Discounted before or after school club provision for staff who have children attending any of the Trust schools
- ❖ Financial wellbeing and retirement support offered by Lloyds Bank, through their partnership with Schrodgers Personal Wealth
- ❖ Salary Sacrifice Schemes: Cycle to work, Curry's Tech and IKEA Furniture schemes which offer the chance for employees to purchase items through their salary and save on employee national insurance contributions
- ❖ Discounted work and leisure travel through First Bus Commuter Travel Club



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Inclusive Schools Trust is a company limited by guarantee and an exempt charity, registered in England and Wales.

Registered number: 10607038.

Registered office: Lionwood Infant & Nursery School, Telegraph Lane East, Norwich, Norfolk, NR1 4AN